



MODIFICATIONS TO PUBLIC SAFETY RETIREMENT

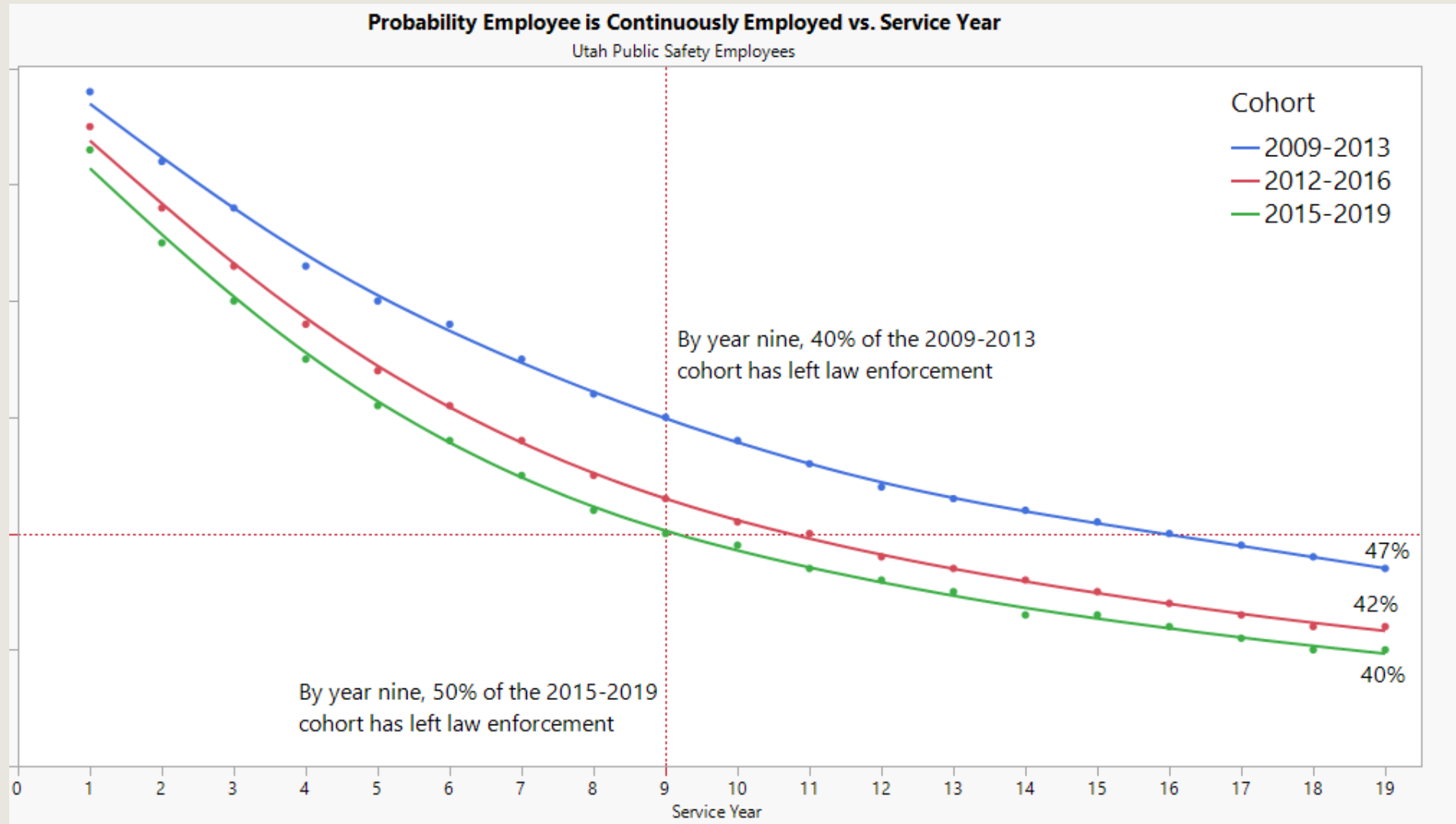
Rep. Matthew Gwynn

INTRODUCTION

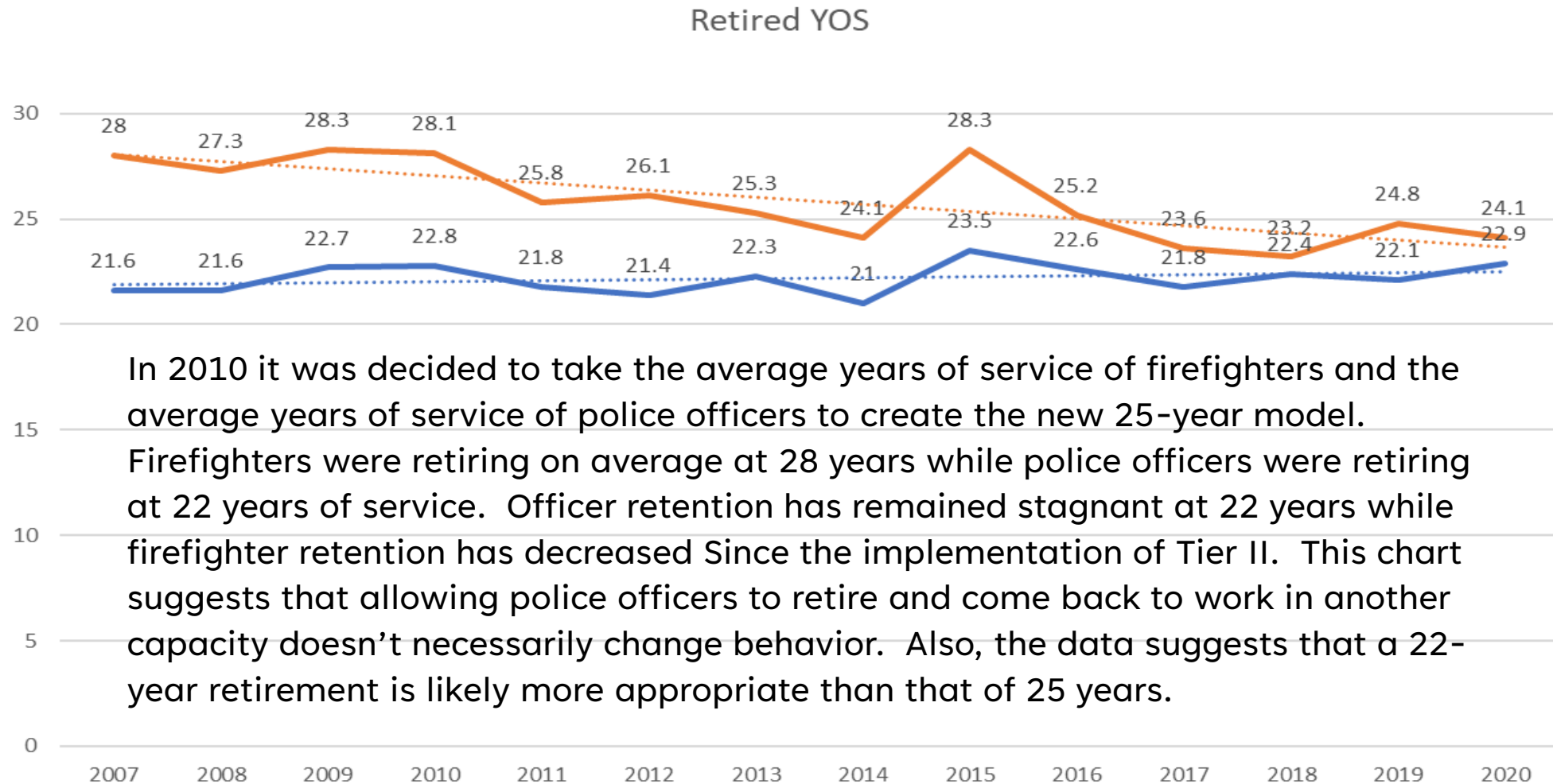
Proposed legislation is the result of a collaborative effort over the last three years aimed at 1. Increasing retention by reducing turnover. 2. Drawing interest to a career in public safety in the state of Utah. 3. Getting those back who still have something left to give.

The reality is that several changes within the operating environment of public safety over the last 12 years have increased retirement and resignation rates while simultaneously decreasing the candidate pool and quality of candidates who wish to enter public safety.

WHAT DO WE KNOW



WHAT DO WE KNOW



WHAT DO WE KNOW

- Currently, officers can retire and move out of state, work for agencies on the border of neighboring states while still living in this state, or work for UTA Police or the University system immediately following retirement from the URS system. Likewise, officers from other states can retire from their agency and immediately begin working for agencies in the state of Utah without any time prohibitions.
- Right now, 55% are thinking about leaving their current position. 65% of those will be retiring or leaving law enforcement entirely before their eligibility date.
- Utah is 49th in the nation in officers per capita. Utah is 48th in the nation for officers' wages. (FBI Uniform Crime Report, 2018)
- The problems that have been the catalyst for recruitment and retention challenges predate the current low unemployment rate problem.
- Academy enrollment is down approximately 30% since 2011. "Recruitment levels have not only diminished, but the qualifications of the candidates have diminished as well." (UVU Recruitment Retention Survey, 2017)

WHAT DO WE KNOW



Firefighters are likely to recommend a career in firefighting. Police Officers are not likely to recommend a career in law enforcement.

ULCT Dissatisfaction Amongst Public Safety Survey, 2021

- Would recommend public safety career to family or friend.
 - Firefighter - Strongly Disagree 7%, Somewhat Disagree 16%
 - Police Officer - Strongly Disagree 41%, Somewhat Disagree 24%
- Retain me, ranked choice/Budget Exercise Synthesis
 - 1. Pay (\$43.02)
 - 2. Pension (23.84)
 - 3. Health Benefits (\$10.98)
 - 4. Education/Training (\$8.09)
 - 5. Shifts
 - 6. Equipment (\$7.20)
 - 7. New Administration

WHAT DID PUBLIC SAFETY HEAR IN THE 2021-2022 GENERAL SESSIONS

- Once an officer or firefighter retires, they should stay retired.
- Fixing retirement will be too expensive.
- We already fixed retirement.
- People are living and working longer so should police officers and firefighters.
- Cities should do more.
- We just can't do it.
- They just shouldn't retire if they want to stay in law enforcement and go somewhere else.
- We shouldn't do this for police and fire because we can't do it for everyone else. It's not fair.

QUESTIONS?